WHAT IS CLAIMED IS:

1   1.   A method of reducing employee resources through a planned

2   resource reduction, said method comprising:

3   identifying a surplus skill group;

4   creating at least one evaluation template for the

5   identified skill group, wherein each evaluation

6   template includes one or more review factors; and

7   storing the evaluation templates in a data store.

1   2.   The method as described in claim 1 further comprising:

2   selecting an employee for surplus evaluation;

3   retrieving employee data corresponding to the selected

4   employee, wherein the employee data includes a skill

5   group for the selected employee;

6   locating one of the evaluation skill templates

7   corresponding to the retrieved skill group;

8   evaluating the selected employee using the located

9   evaluation template; and

10   storing the evaluation of the selected employee in a second

11   data store.

1   3.   The method as described in claim 1 wherein the creating

2   further comprises:

3   retrieving one or more pre-existing evaluation templates;

4   and

5   copying one or more pre-existing review factors from the

6   pre-existing evaluation templates to the evaluation

7   template.

1 4. The method as described in claim 3 wherein the retrieving
2   further comprises:
3   receiving a skill group identifier from a user;
4   comparing the skill group identifier to a plurality of
5   stored identifiers, wherein each stored identifier
6   corresponds to a stored evaluation template; and
7   identifying the pre-existing evaluation templates from the
8   plurality of stored evaluation templates based on the
9   comparison.

5. The method as described in claim 1 further comprising:
     storing the evaluation templates in a database managed by a
         database management system.

6. The method as described in claim 1 further comprising:
     receiving one or more job levels corresponding to the
         identified skill group; and
     creating one of the evaluation templates for each skill
         group and job level combination.

1 7. The method as described in claim 1 further comprising:
2   receiving a skill group identifier from a user;
3   retrieving one of the evaluation templates based on the
4   skill group identifier;
5   modifying at least one of the review factors included in
6   the retrieved evaluation template in response to one
7   or more modification requests; and
8   storing the modified evaluation template in the data store.

1 8. An information handling system comprising:

2   one or more processors;

3   a memory accessible by the processors;

4   one or more nonvolatile storage devices accessible by the

5   processors;

6   an employee resource planning tool to plan employee

7   reductions, the employee resource planning tool

8   including:

9   means for identifying a surplus skill group;

10   means for creating at least one evaluation template

11   for the identified skill group, wherein each

12   evaluation template includes one or more review

13   factors; and

14   means for storing the evaluation templates in a data

15   store.

1   9.   The information handling system as described in claim 8

2   further comprising:

3   means for selecting an employee for surplus evaluation;

4   means for retrieving employee data corresponding to the

5   selected employee, wherein the employee data includes

6   a skill group for the selected employee;

7   means for locating one of the evaluation skill templates

8   corresponding to the retrieved skill group;

9   means for evaluating the selected employee using the

10   located evaluation template; and

11   means for storing the evaluation of the selected employee

12   in a second data store.

1   10.   The information handling system as described in claim 8

2   wherein the creating further comprises:

3   means for retrieving one or more pre-existing evaluation

4   templates; and

5   means for copying one or more pre-existing review factors

6   from the pre-existing evaluation templates to the

7   evaluation template.

1 11.   The information handling system as described in claim 10

2   wherein the retrieving further comprises:

3   means for receiving a skill group identifier from a user;

4   means for comparing the skill group identifier to a

5   plurality of stored identifiers, wherein each stored

6   identifier corresponds to a stored evaluation

7   template; and

8   means for identifying the pre-existing evaluation templates

9   from the plurality of stored evaluation templates

10   based on the comparison.

1 12.   The information handling system as described in claim 8

2   further comprising:

3   means for receiving one or more job levels corresponding to

4   the identified skill group; and

5   means for creating one of the evaluation templates for each

6   skill group and job level combination.

1 13.   The information handling system as described in claim 8

2   further comprising:

3   means for receiving a skill group identifier from a user;

4   means for retrieving one of the evaluation templates based

5   on the skill group identifier;

6   means for modifying at least one of the review factors

7   included in the retrieved evaluation template in

8   response to one or more modification requests; and

9   means for storing the modified evaluation template in the

10   data store.

1   14.   A computer program product stored in a computer operable

2   media for reducing employee resources through a planned

3   resource reduction, said computer program product

4   comprising:

5   means for identifying a surplus skill group;

6   means for creating at least one evaluation template for the

7   identified skill group, wherein each evaluation

8   template includes one or more review factors; and

9   means for storing the evaluation templates in a data store.

1   15.   The computer program product as described in claim 14

2   further comprising:

3   means for selecting an employee for surplus evaluation;

4   means for retrieving employee data corresponding to the

5   selected employee, wherein the employee data includes

6   a skill group for the selected employee;

7   means for locating one of the evaluation skill templates

8   corresponding to the retrieved skill group;

9   means for evaluating the selected employee using the

10   located evaluation template; and

11   means for storing the evaluation of the selected employee

12   in a second data store.

1   16. The computer program product as described in claim 14

2   wherein the creating further comprises:

3   means for retrieving one or more pre-existing evaluation

4   templates; and

5   means for copying one or more pre-existing review factors

6   from the pre-existing evaluation templates to the

7   evaluation template.

1   17. The computer program product as described in claim 16

2   wherein the retrieving further comprises:

3   means for receiving a skill group identifier from a user;

4   means for comparing the skill group identifier to a

5   plurality of stored identifiers, wherein each stored

6   identifier corresponds to a stored evaluation

7   template; and

8   means for identifying the pre-existing evaluation templates

9   from the plurality of stored evaluation templates

10   based on the comparison.

1   18. The computer program product as described in claim 14

2   further comprising:

3   means for storing the evaluation templates in a database

4   managed by a database management system.

1   19. The computer program product as described in claim 14

2   further comprising:

3   means for receiving one or more job levels corresponding to

4   the identified skill group; and

5   means for creating one of the evaluation templates for each

6   skill group and job level combination.

1   20. The computer program product as described in claim 14

2   further comprising:

3   means for receiving a skill group identifier from a user;

4   means for retrieving one of the evaluation templates based

5   on the skill group identifier;

6   means for modifying at least one of the review factors

7   included in the retrieved evaluation template in

8   response to one or more modification requests; and

9   means for storing the modified evaluation template in the

10   data store.

11